

Message Text

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SUBJ: REQUEST FOR INFO ON ILO ACTIVITIES

REF: (A) STATE 203991; (B) STATE 206156

1. SUMMARY: ILO HAS TWO EXPERTS IN LA PAZ: ONE IN
A FAIRLY SUCCESSFUL PROGRAM IN MANPOWER DEVELOPMENT
AND THE OTHER IN A COOP PROGRAM WHICH HAS BEEN HAMPERED
SOMEWHAT BY LACK OF BUDGET SUPPORT FROM THE GOB.

THESE TWO EXPERTS CONSTITUTE ONLY CONTINUING
ACTIVITIES OF ILO IN BOLIVIA (PARA 2 REF B). ILO
EXPERT IN MANPOWER HAD NO RPT NO KNOWLEDGE OF
INSTITUTE FOR SOCIAL RESEARCH PROGRAM OR OF ANY ILO
CONTRIBUTION TO IT (PARA 3 REF B).

2. MANPOWER PROGRAM: FOLLOWING OBSERVATIONS USE
FORMAT SUGGESTED PARA 5 REF A:

(A) THE PROGRAM CONSISTS OF THREE PHASES: PLANNING
AND POLICY FORMATION; ORGANIZATION OF INSTITUTION
AND FUNDING; AND, FULL IMPLEMENTATION. THE PROGRAM
AIMS AT IMPROVING THE TECHNICAL CAPACITY (AND HENCE
THE PRODUCTIVITY AND EARNINGS) OF THE EMPLOYED BOLIVIAN WORK
FORCE. ALMOST 90 PERCENT OF THE WORK FORCE IS EXPOSED
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TO NLY THREE TO FOUR YEARS OF FORMAL EDUCATION WHICH

DOES NOT TRANSLATE INTO ANY PRACTICAL ECONOMIC VALUE.
THE MANPOWER PROGRAM AFTER ASSESSING NEEDS HOPES TO
DEVELOP STANDARDIZED GRADES OF SKILLS IN VARIOUS SECTORS
WITH THEIR CORRESPONDING PROMOTION AND SALARY STEPS.
THIS WOULD OFFER THE YOUNG WORKER A SYSTEMATIZED
METHOD OF SELF-IMPROVEMENT AND ADVANCEMENT THROUGH
ON-THE-JOB TRAINING AND SHORT EVENING COURSES OR
INTENSIVE FULL-TIME COURSES OF FOUR TO SIX WEEKS.
THE OBJECTIVES ARE APPROPRIATE TO BOLIVIA'S ECONOMIC
AND SOCIAL CONDITIONS.

(B) EMPLOYERS, EMPLOYEES AND THE GOVERNMENT ARE INVOLVED
IN DESIGNING AND CARRYING OUT THE PROGRAM.

(C) EL SERVICIO NACIONAL DE FORMACION DE MANO DE OBRA
(FOMO) WAS CREATED BY A DECREE FEBRUARY 1972.
TRAINING STARTED IN 1974 AND SIX HUNDRED AND THIRTY
NINE (639) WORKERS GRADUATED FROM FOMO COURSES DURING
THAT YEAR.

(D) TWELVE HUNDRED WERE TRAINED IN 1975 AND AN ANNUAL
RATE OF 6000 STUDENTS IS PLANNED FOR 1980.

(E) FOMO DOES NOT RPT NOT AIM AT JOB CREATION BUT
RATHER IMPROVING THE TECHNICAL CAPACITY OF WORKERS
ON THE JOB. GRADUATES WITH IMPROVED SKILLS HAVE
IMPROVED THEIR SALARIES. THERE IS A FOLLOW-UP
SYSTEM.

(F) THERE ARE NO DISCREPANCIES IN NUMBERS OF ILO OR
BOLIVIAN PERSONNEL NOW. HOWEVER, DURING THE NEXT FIVE
YEARS ABOUT FIVE MORE EXPERTS IN TEACHING AND
ADMINISTRATION WILL BE NEEDED.

(G) BUILDINGS HAVE BEEN AVAILABLE. FOMO HOPES TO
COMPLETE NEGOTIATIONS THIS YEAR WITH THE WORLD BANK
FOR A LOAN TO ESTABLISH OR IMPROVE FOUR CENTERS
(IN LA PAZ, COCHABAMBA, SANTA CRUZ, AND TARIJA).
LA PAZ AND COCHABAMBA CENTERS ARE ALREADY OPERATING.
EQUIPPING OF CENTERS HAS BEEN ADEQUATE TO DATE BUT
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THE REAL TEST WILL COME AFTER THE WORLD BANK LOAN
IS SECURED.

(H) THERE DO NOT RPT NO SEEM TO BE ANY SERIOUS
BACKSTOPPING PROBLEMS. (IT SHOULD BE NOTED THAT ILO EXPERT
GOLDWAY IS AN ENERGETIC SELF-STARTER WITH ONLY MINIMAL
NEED FOR BACKSTOPPING.)

(I) EQUIPMENT FUNDING IS ON SCHEDULE ALTHOUGH MUCH OF THIS HAS BEEN ACCOMPLISHED FROM BILATERAL AGREEMENTS BETWEEN GOB AND WEST GERMANY, U.S., AND SPAIN.

(J) THERE HAVE BEEN NO FELLOWSHIPS AND NONE ARE FORESEEN.

(K) GOLDWAY POSSESSES EXCELLENT PROFESSIONAL AND LANGUAGE QUALIFICATIONS AND WORKS VERY WELL WITH HIS BOLIVIAN COUNTERPARTS.

(L) THE PROGRAM IS MOVING WELL BUT CANNOT YET BE CALLED A SUCCESS FOR FAILURE. THE GOB RECOGNIZES THE ENORMOUS NEED FOR UPGRADING THE SKILLS OF ITS WORK FORCE. THE BOLIVIAN PERSONNEL OF FOMO APPEAR DEDICATED AND COMPETENT. GOLDWAY HAS CLEARLY BEEN AN IMPORTANT CATALYST IN THE PROGRAM'S SUCCESSES TO DATE.

3. COOPERATIVES: OBSERVATIONS FOLLOW QUESTIONS RAISED PARA 5 REF A. THE INSTITUTO NACIONAL DE COOPERATIVAS WAS CREATED BY DECREE NOVEMBER 29, 1974. ACCORDING TO ILO COOP ADVISOR RUBEN RAZ, THE INSTITUTE ACTUALLY GOT UNDERWAY IN FEBRUARY 1975. ACCORDING TO MINISTRY OF LABOR STATISTICS, THERE ARE 1678 COOPERATIVES REGISTERED WITH THE INSTITUTE SIXTY PERCENT OF WHICHUCS ARE IN THE PRODUCTIVE SECTOR AND FORTY IN THE SERVICE. COOPERATIVE MEMBERSHIP IS 137,310. ILO EXPERT PROVIDES TECHNICAL ADVICE TO THE NATIONAL INSTITUTE OF COOPERATIVES TO IMPROVE THE MANAGEMENT AND EFFICIENCY OF THE BOLIVIAN COOPERATIVE MOVEMENT. COOPERATIVES ARE TRIPARTITE INVOLVING THE MEMBERS, MANAGEMENT OR PRIVATE BUSINESS AND THE GOVERNMENT. THE FORMATION OF A NATIONAL INSTITUTE WAS DELAYED AT LIMITED OFFICIAL USE

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ITS START AND HAS NOT RPT NOT DEVELOPED AS RAPIDLY AS ILO ADVISOR WOULD LIKE BECAUSE OF CUTBACKS IN THE INSTITUTE'S BUDGET. ONE ILO ADVISOR HAS BEEN APPROPRIATE UNTIL NOW BECAUSE OF LIMITED FUNDS. THE BOLIVIAN STAFF IS COMPETENT AND ADEQUATE. BUILDINGS AND EQUIPMENT HAVE BEEN LACKING BECAUSE OF CUTBACKS IN BUDGET. EMBOFF GAINED AN IMPRESSION THAT THE ILO LIMA REGIONAL OFFICE HAS NOT RPT NOT BEEN VERY INTERESTED IN THIS PROJECT. THE INSTITUTE HAD PLANNED FOR TEN (10) FELLOWSHIPS DURING THE NEXT YEAR BUT BUDGET CUTS ELIMINATED NECESSARY SUPPORT. TWO FELLOWSHIPS TO ISRAEL TO TRAIN COOP LEADERS HAVE BEEN OBTAINED FROM THE ISRAELI EMBASSY. DR. RAZ HAS CONSIDERABLE PROFESSIONAL EXPERIENCE AND IS WELL-QUALIFIED IN LANGUAGE PROFICIENCY. RAZ HAS CONTRIBUTED TO THE ORGANIZATION AND

ORIENTATION OF THE INSTITUTE. THE INSTITUTE'S
BIGGEST PROBLEM HAS BEEN LACK OF FUNDS. THE GOB
INITIALLY PROGRAMMED AN ADEQUATE BUDGET FOR THE
INSTITUTE BUT LATER REDUCED IT BY ABOUT TWO-THIRDS.
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